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ABSTRACT

Collected in this report are the Des Moines, Iowa, school district's goals and division objectives for 1982-83 and building objectives for fulfilling these goals. A prefatory statement by the superintendent describes a district planning and management system of continuous goal and objective setting combined with evaluation of progress in improving educational services. District goals are: (1) determining the future direction of the instructional program and guidance and other support programs, (2) improving the level of public understanding and support, (3) designing the educational program to ensure student achievement of district objectives and to make the most effective use of staff and student time, (4) providing the staff with adequate support to facilitate implementation of changes, and (5) implementing specific plans for the new delivery system for vocational/technical education and transitional schools. A chapter on division and departmental objectives identifies administrators responsible for implementing objectives for each goal. A school-by-school report of building objectives comprises the bulk of the document. A related report is devoted to assessment of progress toward these goals. (MJL)

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EA 016 459

"A LOOK AHEAD"

"If you don't know where you are going, any road will take you there!" Organizations, as well as ships, need a course to steer by if they wish to reach their objective in the most efficient manner. In this time of declining enrollment, staff reduction, inflation, budget cuts, decreased public confidence, greater competition for the tax dollar, frustration with the economy and inflation, and increased parental aspirations, sound educational planning and management are imperative. This school district must make maximum use of its limited resources which requires that we know where we are going as an educational endeavor and what road or steps we are taking to get us there. Our educational planning and management process must be meaningful at the district as well as the building level and must involve the entire staff.

The Des Moines schools are utilizing a continuous goal and objective setting process together with evaluation of progress as a management system to improve the educational services offered to students. This approach enables the district to determine our most pressing educational needs each year as well as plan ways for best meeting those needs. Each school and central office department uses this system to plan for the coming year and each plan is specific enough so that success can be evaluated at the end of the year. In effect, these plans become contracts between schools, departments and the superintendent, which make each administrator accountable for his or her performance during the year.

The Des Moines School Board on January 5, 1982, established five goals as having the highest priority for attention in 1982-83. These goals were then presented to the Department of Instruction for discussion and determination of instructional priorities. Sectional meetings were then held with building principals and administrative services staff to prepare specific building and department objectives for accomplishing the School Board goals based upon the instructional priorities and these were reviewed by the central administration. This management approach ensures that the coming school year will not be just a repetition of the previous year but will best use our limited resources to meet the educational needs considered to be most critical. It is felt that this management process not only assures an effective team approach to systemwide goals but also provides a simple and intelligible description of the direction of the Des Moines Independent Community School District which is so necessary for continued public understanding and support.

It is to be expected that new educational targets will develop as older ones are accomplished. It is also realized that limited financial resources prevent consideration of many worthwhile goals so priorities have to be established in order to concentrate our efforts on those with greatest needs. This condition reflects a school system on the growing edge, but it can be very frustrating for all concerned. It requires maintenance of emotional balance and sense of direction by concentrating upon what is good for children as a first priority and this must be discernible to the public. If such desired changes are to be realized, the members of this staff and this community must have a clear view of our school system's goals and aspirations. The need for educational accountability is often expressed. This report of the systemwide goals and building/department objectives to reach our priorities for 1982-83 will serve as a type of educational balance sheet for that purpose by looking ahead and describing what we wish to accomplish in the coming year and how we plan to do it. A separate report as part of this continuous management process looks back at our previous year's goals and measures the success or failure of our 1981-82 efforts.

William A. Anderson

William A. Anderson, Ed. D.
Superintendent of Schools

DISTRICT GOALS FOR 1982-83

1. The District should determine the future direction of the instructional, guidance and other support programs.

2. The District should improve the level of understanding and support by the public.

3. The District should design the educational program to assure student achievement of District objectives and to make the most effective use of staff and student time.

4. The District should provide the staff with adequate support to facilitate implementation of changes.

5. The District should implement specific plans for the new delivery system for vocational/technical education and the transitional schools.

DIVISION AND DEPARTMENTAL OBJECTIVES

1982-83

Goal 1

A. The Assistant Superintendent for Instruction working with the Directors of the Instructional Division will, during the 1982-83 school year, determine all support service needs for the K-5 elementary school and transitional school structures, as documented by a description of program needs on file in the Assistant Superintendent's office.

B. The Executive Director of Secondary Education, with the assistance of the Director of Curriculum and the Director of Special Education, shall assist the principals of each secondary school to develop a five year plan proposing the future direction of the instructional, guidance and other support programs, as documented by the written plans on file with the Executive Director of Secondary Education by May 31, 1983.

C. The Executive Director of Educational Services will coordinate a study of the need to provide testing or other assessment plans to measure academic achievement of pupils in special programs. Programs to be studied include, but are not limited to:

Special Education (all programs)
English as a Second Language
Talented and Gifted
Douglass Learning Center

Where need for assessment can be shown, plans will be developed and implemented. A composite report of these plans and activities will be presented to the Instructional Division staff no later than May 30, 1983.

D. The Executive Director of Educational Services will coordinate a feasibility study of the expanded use of data processing to enhance the support services of the district. The Director of Evaluation and Research will work in concert with the Executive Director of Educational Services to produce a needs statement and action plan to be discussed by the Superintendent's Cabinet by December 15, 1982.

E. The Director of Special Education, in conjunction with the Director of Curriculum, will develop a curriculum guide for special education learning disabilities classes that coordinates the content of classes at the same age or grade level and provides a developmental sequence at appropriate grade levels. This effort will be documented by a final copy of the curriculum guide, which will be submitted to the Assistant Superintendent for Instruction by May 30, 1983.

F. The Supervisor of Guidance will develop and implement a program plan during the 1982-83 school year which will specify that at least 80 percent of school counselors' time will be used to provide direct services to pupils. The plan will be presented to the Instructional Division cabinet for ratification and school counselors will develop work programs that are consistent with the objectives of the plan. Department of Evaluation and Research personnel will provide technical assistance for the planning and an evaluation plan for 1983-84.

G. The Director of Evaluation and Research shall provide research support to the district's guidance and counseling program, during the 1982-83 school year on a formative basis, with a written summative evaluation report to be prepared and disseminated no later than August 31, 1984.

H. The Coordinator of Office Services shall designate two central office departments to utilize the Word Processing Center for all applicable typing assignments by December 1, 1982, as documented by a list of users of the Word Processing Center.

I. The Director of Food Service shall evaluate the individual food service programs, both current and alternative models, and recommend program implementation for each school for the 1983-84 school year by March 1, 1983, as documented by the written recommendations.

J. The Executive Director of Personnel shall assist in determining future professional personnel needs of the school program by conducting an analysis of professional employee certification, approval and endorsements by employee age and anticipated date of employee retirement, by August 1, 1982, as documented by the analysis on file with the Superintendent.

K. The Director of Intercultural Programs, consistent with proposal funding announcements and deadlines during 1982-83, with the assistance of the Instructional Services Department and other departments, will develop and submit applications supporting alternative education programs, as documented by copies of the applications on file in the Office of the Assistant Superintendent for Instruction.

Goal 2

A. During the 1982-83 school year, the Assistant Superintendent for Instruction, with the assistance of the Instructional Division Directors, will develop plans to improve the level of support and understanding of elementary and secondary school programs, as documented by a description of the plan on file in the Assistant Superintendent's office.

B. The Executive Director of Secondary Education, with the assistance of building principals, shall develop plans to improve the level of understanding and support by the public, as documented by descriptions of the plans on file with the Executive Director of Secondary Education by January 31, 1983.

C. The Executive Director of Elementary Education, with the assistance of principals, will develop prior to October 1, 1982, and make available to the public during the remainder of the 1982-83 school year, presentations relative to a K-5 program, support services to students, alternative schools available to parents and classroom instruction in Des Moines schools, as documented by a description of each presentation on file in the elementary department.

D. Each curriculum staff member will consistently promote and foster positive images of students, teachers and educational programs in each contact with teacher groups during the 1982-83 school year, as documented by anecdotal comments included in the monthly reports to the Director of Curriculum.

E. The Executive Director of Educational Services will coordinate the preparation of narrative descriptions of the services delivered by the Educational Services Division. The items will be prepared and submitted to the Director of Public Information as needed for publication but no later than April 15, 1983.

F. The Director of Public Information will write a series of public service radio announcements on the services and accomplishments of the Des Moines public schools, based on information supplied by personnel of the instructional, educational services and administrative services divisions. The announcements will be written by October 1, 1982, and sent to all radio stations in the greater Des Moines metropolitan area, as documented by copies of the announcements and letters of transmittal on file in the Office of Public Information.

G. The Director of Public Information will supervise planning and coordinate a "Salute to Education" in the Des Moines school district to be held in April, 1983, as documented by plans and a report of activities on file in the Office of Public Information.

H. The Director of Intercultural Programs, with the assistance of the Instructional Services Department, will support an improved level of understanding of the Des Moines Independent Community School District in contact with students, teachers, administrators and community groups during the 1982-83 school year, as documented by reports on file in the Office of Intercultural Programs.

Goal 3

A. During the 1982-83 school year, the Assistant Superintendent for Instruction, with the cooperation of Instructional Division Directors, will develop curriculum assessment instruments and monitoring systems to determine student achievement and effective use of staff and student time, as documented by the instruments and a description of the monitoring system on file in the Assistant Superintendent's office.

B. The Director of Curriculum, with the assistance of the curriculum staff, will complete the development of measureable educational objectives for all appropriate programs by July, 1984, as documented by the lists of objectives for each program on file in the director's office.

C. The Supervisor of Guidance and Counseling, in conjunction with the Director of Special Education and the Director of Evaluation and Research, shall study the need for the implementation of standardized achievement or criterion-referenced measures to assess the yearly academic growth of special education students. This effort will be documented by a final report submitted to the Assistant Superintendent for Instruction by May 30, 1983.

D. By the end of the first semester of the 1982-83 school year, the Director of Special Education will conduct a districtwide staff development program which will provide special education instructional staff with an opportunity to improve their on-task and instructional effectiveness. A list of participants as well as the results of a survey, designed to evaluate the effectiveness of the staff development program, will be submitted to the Assistant Superintendent for Instruction by May 30, 1983, as documentation.

E. The Supervisor of Guidance, in conjunction with the counselors, will develop and implement a program plan during the 1982-83 school year to provide study skills information to secondary students and staff. The program will be completed and documented in each school by May 27, 1983.

F. The Director of Evaluation and Research shall develop a computer-based student achievement monitoring, recordkeeping and reporting system, by August 1, 1983, as documented by a demonstration of the system to the Superintendent's Cabinet during August, 1983.

G. The Director of Evaluation and Research, with assistance from the Curriculum Department, shall develop and/or expand existing criterion-referenced testing programs to measure student achievement of district curriculum objectives in mathematics, reading and language arts, by September 1, 1983, as documented by the developed tests.

H. The Director of Evaluation and Research shall develop a series of written reports and presentations to provide district teaching and administrative staff information relative to the outcomes of the district's Time on Task study, by January 1, 1983, as documented by copies of the reports or presentations on file in the Department of Evaluation and Research.

I. The Director of Evaluation and Research shall develop instruments to enable teachers to make a self-analysis of their use of classroom time, by January 1, 1983, as documented by copies of the instruments and a record of their distribution and use.

J. The Director of Intercultural Programs, with the assistance of the Instructional Services Department, will implement during the 1982-83 school year, a program designed to improve student discipline, parent involvement and building climate in selected schools, as documented by program agendas on file with the Assistant Superintendent for Instruction.

Goal 4

A. During the 1982-83 school year, the Assistant Superintendent for Instruction, working with the Directors of the Instructional Division, will provide adequate supervisory and inservice support to implement a K-5, 6-8 and 9-12 program, as documented by a description of activities conducted on file in the Assistant Superintendent's office.

B. The Director of Evaluation and Research shall provide research support for the Title I Computer Assisted Instruction program, throughout the 1982-83 school year on a formative basis, with a summative evaluation report to be prepared and disseminated by August 31, 1984.

C. The Executive Director of Personnel, working cooperatively with the Instructional and Administrative Services divisions, shall plan and initiate staff development activities to improve the competencies of principals and other supervisory personnel in evaluating administrative personnel, by August 1, 1982, as documented by the plan on file with the Superintendent.

D. The Executive Director of Personnel shall review the evaluation procedures and instruments for the evaluation of administrative staff and shall recommend revisions, where warranted, to the Superintendent by November 1, 1982, as documented by a written recommendation on file with the Superintendent.

E. The Controller, with the assistance of two high school principals, shall implement the centralized accounting of student activity and athletic funds by July 1, 1982, as documented by the monthly printouts.

F. The Director of Food Service shall develop a method of using the computerized data bank to retrieve information about the use of commodities, projected purchasing requirements and price comparisons, to be used as a part of the management tool to manage the food service operation, by March 1, 1983, as documented by the retrieved information on file.

G. The purchasing agent and management personnel in the Purchasing Department shall process bids for the purchase of needed supplies, equipment, furnishings and other items to assist building principals, as evidenced by bids presented to the Board of Directors for approval by June 30, 1983.

H. During the 1982-83 school year, the Director of Intercultural Programs, with the assistance of the Instructional Services Department, will develop activities designed to facilitate the implementation of District changes, as evidenced by copies of programs on file with the Assistant Superintendent for Instruction.

Goal 5

A. During the 1982-83 school year, the Assistant Superintendent for Instruction, with the assistance of Division Directors, will prepare plans to implement vocational/technical and transitional schools, as documented by a description of the plan on file in the Assistant Superintendent's office.

B. The Executive Director of Secondary Education, with the assistance of the Director of Curriculum, shall develop detailed plans for the new delivery system for vocational/technical education and the transitional schools, as documented by the written plans on file with the Executive Director of Secondary Education by January 31, 1983.

C. The Director of Curriculum, with the assistance of the curriculum staff, will utilize committee recommendations to develop coordinated curriculum for the K-5 transitional and the vocational/technical program, by June, 1983, as documented by a copy of the curriculum plans.

D. The Executive Director of Educational Services will coordinate activities needed to complete a preliminary plan to provide the necessary educational support services to students at the Resource Center. A written plan will be submitted to the Superintendent by the Executive Director and the Assistant Superintendent for Instruction by May 30, 1983.

E. The Director of Special Education, in conjunction with the Director of Secondary Education and the Director of Curriculum, shall conduct a special planning conference to study the problems and needs in providing vocational/technical educational services to special education students in the Resource Center by February 25, 1983. The effort will be documented by a written report submitted to the Assistant Superintendent for Instruction by May 30, 1983.

F. The Coordinator of Nursing, in conjunction with the Executive Director of Educational Services, shall conduct a needs assessment for the purpose of providing fulltime nursing services to the students at the Resource Center. This effort will be documented by a written report submitted to the Executive Director of Educational Services by May 1, 1983.

East High School
815 E 13th Street
Des Moines, IA 50316

Barbara L. Prior
Principal
265-0335

The following building objectives are related to district goals:

Goal 1

A. In January, 1983, the principal will be responsible for providing a meeting with the senior high school staff and the staffs of the feeder schools to coordinate curriculum, course offerings, orientation and exploratory courses for the Resource Center and establishing criteria for the shape of the instructional, guidance and support programs in the future, documented by copies of proposed long-range plans for improvement developed in each content area and submitted to the Executive Director of Secondary Education.

B. The principal, with the assistance of the counseling staff, will provide a structure through which students will receive individual assistance and guidance in conducting their school lives and in planning their schedules on a continuing basis. Teacher-advisor sessions will begin August, 1983, as documented by a file developed for each student by his/her contact teacher.

Goal 2

A. The Parent Teacher Student Association Bulletin Committee will contact the publisher of Lee Town News for the purpose of inserting the PTSA Bulletin in that publication the first issue of each month beginning with the September, 1982, issue. Printed copies of each issue will be on file in Room 656 and in the principal's office.

Goal 3

A. The principal, with a committee of faculty from each subject area, will implement during the 1983-84 school year, the curriculum assessment instruments and monitoring systems to determine student achievement and effective use of staff and student time which the Instructional Division Director's will have developed during the 1982-83 school year, as documented by annual evaluations of the instruments on file in the principal's office.

B. During the 1982-83 school year, the principal with the assistance of the Director of Intercultural Programs, will provide the East High staff with a series of inservice meetings designed to improve school climate and discipline and effectiveness, as evidenced by an audit of building needs and programs directed toward meeting those needs written, implemented and evaluated by June, 1983. Programs will be on file in the principal's office.

Goal 4

A. During the 1982-83 school year, the principal will work with the appropriate Directors of the Instructional Division, to provide adequate supervisory and inservice support to implement the 9-12 program, as documented by a description of activities conducted on file in the principal's office and in the office of the Assistant Superintendent.

Goal 5

A. The principal shall, with the assistance of appropriate staff, utilize detailed plans to write systemwide curriculum guides for standardizing prevocational subjects. Standardized written curriculum guides will be completed for all prevocational/technical courses of study by January 31, 1983, and filed with the Executive Director of Secondary Education.

Greater Des Moines Education Centers
1801 - 16th and 1000 SW Porter
Des Moines, Iowa

Vincent Scavo, Principal
Michael Loffredo, North Center Building Admin.

The following building objectives are related to district goals:

Goal 1

A. The principal, in conjunction with the vice principal, shall assist the School Improvement Steering Committee in conducting a needs assessment targeted at determining recommendations for future program direction, as documented by the written plans on file in the principal's office by May 31, 1983.

Goal 2

A. The principal shall direct the guidance department to develop a narrated slide presentation of the total school program for use with parents, community, organizations, and student applicants prior to October 30, 1982, as documented by the audio-visual program placed in the principal's office.

B. The principal shall direct the Career Education Resource Team to develop an audio-visual presentation of the school's multi-faceted career education program for use with various business groups, parents, and students prior to September 30, 1982, as documented by the completed presentation placed in the principal's office.

C. The principal shall plan and utilize voluntary assistance from the Energy Inc. Public Relations firm in the coordination of total public relations for the school during the 1982-83 school year, as documented by meeting agenda and minutes on file in the principal's office.

Goal 3

A. The principal or his designee shall utilize an "at task analysis" instrument for students while conducting selected classroom observations during the 1982-83 school year, as documented by the completed instruments on file in the principal's office.

B. The principal or his designee shall utilize techniques to determine "movement" and "academically engaged time" by teachers during selected classroom observation during the 1982-83 school year, as documented by the written reporting instruments on file in the principal's office.

Goal 4

A. The principal shall direct the School Improvement Committee to coordinate the center's present 9-12 program during the 1982-83 school year with district program modifications resulting from grade restructuring, as documented by a description of activities on file in the principal's office.

Goal 5

A. The principal shall direct the school's vocational internship coordinator to develop plans for the utilization of the district's new delivery system for vocational/technical education, as documented by the written plans on file with the principal by May 15, 1983.

Hoover High School
4800 Aurora Avenue
Des Moines, IA 50310

Gerald Dockum
Principal
276-8581

The following building objectives are related to district goals:

Goal 1

The principal of Hoover High School, with the assistance of the Hoover staff, the Director of Curriculum, and the Director of Special Education, will develop a five year plan for Hoover High School outlining the future direction of the instruction, guidance and other support programs, as documented by a written copy of the plan on file in the principal's office and the office of the Executive Director of Secondary Education by May 31, 1983.

Goal 2

The principal of Hoover High School, with the assistance of the Hoover staff, will develop three new strategies to accompany the on-going activities designed to improve the level of understanding and support by the public. These three new strategies, along with a listing of the on-going activities, will be documented by a description on file in the principal's office and the office of the Executive Director of Secondary Education by January 31, 1983.

Goal 3

During the 1982-83 school year the principal of Hoover High School will prepare the Hoover staff to utilize curriculum assessment instruments and monitoring systems to determine student achievement and effective use of staff and student time as developed by the Assistant Superintendent for Instruction. Documentation will consist of an outline of the activities on file in the Hoover principal's office by May 31, 1983.

Goal 4

During the 1982-83 school year, the principal of Hoover High School assisted by the Steering Committee for the North Central Association evaluation, will evaluate the program of Hoover High School in preparation for the team visit in 1983-84, as documented by a copy of materials on file with the Steering Committee.

Goal 5

The principal of Hoover High School will assist with the development of plans for the new delivery system for vocational/technical education through participation on the council of principals of the Resource Center and such other special duties as assigned to develop the plans. Documentation will be the written plans on file with the Executive Director of Secondary Education by January 31, 1983.

Lincoln High School
2600 SW Ninth Street
Des Moines, IA 50315

Melvin J. Bowen
Principal
288-0255

The following building objectives are related to district goals:

Goal 1

The Lincoln High School principal, working with the Executive Director of Secondary Education, will develop a five year plan for instructional, guidance and other support programs, as documented by the written plan filed with the Executive Director of Secondary Education by May 31, 1983.

Goal 2

The Lincoln High School principal, working with the Executive Director of Secondary Education, will develop plans to improve the levels of understanding and support for the school system by the public, as documented by descriptions of the plans on file with the Executive Director of Secondary Education by January 31, 1983.

Goal 3

The Lincoln High School principal shall utilize the curriculum assessment instruments and monitoring systems to determine student achievement and effective use of staff and student times as developed by the Assistant Superintendent and Instructional Directors. Once received the results of this instrument for Lincoln High School will be filed with the Executive Director of Secondary Education by the close of the 1982-83 school year.

Goal 4

The Lincoln High School principal, working with the Executive Director of Secondary Education will implement the 9-12 district program for Lincoln High School, as documented by plans on file with the Executive Director of Secondary Education by April 1, 1983.

Goal 5

The Lincoln High School principal shall work with the Executive Director of Secondary Education to utilize the plan developed by the Executive Director of Secondary Education and the Director of Curriculum for the new delivery system for vocational/technical education and the transitional schools, as documented by plans on file with the Executive Director of Secondary Education by April 1, 1983.

North High School
501 Holcomb Avenue
Des Moines, IA 50313

Rolland E. Brownell
Principal
288-9771

The following building objectives are related to district goals:

Goal 1

The North High School principal, with the assistance of the Executive Director of Secondary Education, will develop a five year plan proposing the future direction of the instructional, guidance and other support programs, as documented by the written plans on file with the principal by May 31, 1983.

Goal 2

The North High School principal will develop plans to improve the level of understanding and support by the public, and more especially the students of North and their parents, regarding the merging of the activity programs between North and Tech High Schools during the next four years, as documented by descriptions of the plans on file with the principal by October 1, 1982.

Goal 3

During the 1982-83 school year, the North High School principal will prepare the North High staff to implement the curriculum assessment instruments and monitoring systems to determine student achievement and effective use of staff and student time, as developed by the Assistant Superintendent for Instruction. Documentation of these activities will be on file in the principal's office by June 1, 1983.

Goal 4

The North High School principal will provide adequate support to the North High activity staff, with staff development programs, to implement a combined activity program for Tech and North, beginning in the fall of 1982, and to the academic staff to implement the revised senior high curriculum. A description of these activities will be on file in the office of the principal by January 1, 1983.

Goal 5

The North High School principal will implement the new delivery system for vocational/technical education, at North High School, as developed by the Executive Director of Secondary Education. Written plans for the implementation will be on file in the principal's office by April 1, 1983.

Roosevelt High School
4419 Center Street
Des Moines, IA 50312

Dr. Gerald Conley
Principal
277-6381

The following building objectives are related to district goals:

Goal 1

A. The Roosevelt High School principal, in cooperation with the Executive Director of Secondary Education, shall develop a five year plan outlining the proposed future direction of the instructional, guidance and other support programs at Roosevelt High School, as documented by a copy of the written plans on file in the office of the Executive Director of Secondary Education by May 31, 1983.

Goal 2

A. The Roosevelt High School principal, with the assistance of the staff, shall develop four activities, other than those presently employed, to improve the level of understanding and support by the public, as documented by written descriptions of those activities on file in the office of the Executive Director of Secondary Education by May 31, 1983.

Goal 3

A. The Roosevelt High School principal, during the 1982-83 school year, shall acquaint the staff with and employ any curriculum assessment instruments and monitoring systems developed by the Instructional Division to determine student achievement and effective use of staff and student time, as documented by a written description of those activities on file in the principal's office.

B. The Roosevelt High School principal, with the assistance of the staff, shall make more effective use of student time on task by self-scheduling students at a time other than during the student school year, as evidenced by a copy of the calendar for those dates being on file in the office of the Executive Director of Secondary Education by July 1, 1982.

C. The Roosevelt High School principal, with the assistance of the staff, shall develop a course outline with a listing of objectives and a timeline for each course offered at Roosevelt, as evidenced by a written copy of that outline on file in the principal's office by May 31, 1983.

Goal 4

A. During the 1982-83 school year, the Roosevelt High School principal and the staff, shall avail themselves of all supervisory and inservice support provided by the Instructional Division to implement the K-5, 6-8 and 9-12 program, as documented by a written description of activities on file in the principal's office.

Goal 5

A. The Roosevelt High School principal, with the assistance of the staff, shall aid in the development of plans for the new delivery system for vocational/technical education and the transitional school, as documented by a written list of those efforts on file in the principal's office by January 31, 1983.

Des Moines Technical High School
1800 Grand Avenue
Des Moines, IA 50307

Dr. Paul D. Devin
Principal
284-7846

The following building objectives are related to district goals:

Goal 1

The principal, with the assistance of the Executive Director of Secondary Education, the Director of Curriculum and the Director of Special Education, will develop a five year plan proposing the future direction of the instructional, guidance and other support programs, as documented by the written plans on file with the Executive Director of Secondary Education by May 31, 1983.

Goal 2

The principal will direct and assist selected staff in developing a series of strategies for presentations to parent groups, elementary schools and community groups in cooperation with the Department of Public Information which will focus on the need for vocational-technical education. Plans for activities will be on file in the principal's office by June 1, 1983.

Goal 3

With the assistance of the Director of Curriculum, the principal will complete the development of measurable educational objectives for all appropriate programs by July, 1984, as documented by the lists of objectives for each program on file in the director's office.

Goal 4

During the 1982-83 school year, with the assistance of the Instructional Division, the principal will provide adequate supervisory and inservice support to implement a 9-12 program, as documented by a description of activities conducted on file in the office of the Executive Director of Secondary Education.

Goal 5

The principal, with the assistance of the Executive Director of Secondary Education, shall develop detailed plans for the new delivery system for vocational/technical education, as documented by the written plans on file with the Executive Director of Secondary Education by January 31, 1983.

Brody Junior High School
2501 Park Avenue
Des Moines, IA 50321

Richard E. Tuller
Principal
244-7129

The following building objectives are related to district goals:

Goal 1

The principal, with the assistance of the Executive Director of Secondary Education, Curriculum Director, and Director of Special Education, will develop a five year plan proposing the future direction of the Brody instructional, guidance and other support programs, evidenced by the written plan on file with the Executive Director of Secondary Education by May 1, 1983.

Goal 2

The principal, with the assistance of the Brody Faculty-Advisory Council, will develop a written plan designed to raise the level of public understanding and support, as evidenced by the plan on file in the principal's office and with the Executive Director of Secondary Education by December 15, 1982.

Goal 3

During the 1982-83 school year the principal, with the assistance of the Brody faculty, will administer prescribed curriculum assessment instruments and monitoring systems to determine student achievement and the effective use of student and teacher time, as documented by the results on file in the principal's office.

Goal 4

By October 1, 1982, the principal, with the assistance from the Brody Transitional School cadre, will develop a written plan describing inservice activities for a 6-8 program structure, to be implemented during the 1983-84 school year, as documented by the plan on file in the Brody principal's office.

Goal 5

During the 1982-83 school year the Brody principal, under the direction of the Executive Director of Secondary Education, will implement delivery systems for vocational/technical education and a 6-8 grade transitional school program, as documented by reports submitted to the Executive Director of Secondary Education.

Callanan Junior High School
3010 Center Street
Des Moines, IA 50312

Marian L. Ehlers
Principal
255-3147

The following building objectives are related to district goals:

Goal 1

A. Under the direction of the principal, the Callanan Curriculum Cadre (C.C.C.) will set up three committees by the end of the first semester to outline a five year plan for development of curriculum, guidance and support program, as documented by bimonthly minutes of C.C.C. and reports of the subcommittees filed in the principal's office.

Goal 2

A. Under the direction of the principal, the Building Advisory Council will identify by September 15 and implement additional projects throughout the year to accompany those on-going projects that will improve the level of understanding of Callanan patrons, as documented in the monthly Building Advisory Council minutes filed in the principal's office.

Goal 3

A. Under the direction of the principal, the Callanan staff will implement the assessment and monitoring systems developed by the Instructional Division, as documented by the reports submitted to the Executive Director of Secondary Education by May, 1983.

B. Under the direction of the principal, each department for which districtwide objectives have been written will do curriculum mapping for the objectives, as documented by the mapping schedule submitted by the principal by May, 1983, and on file in the office.

Goal 4

A. Under the direction of the principal, the Callanan Curriculum Cadre (C.C.C.) will plan inservice meetings for the faculty that will implement the goals and objectives of the 6-8 Steering Committee, as documented by the minutes of C.C.C. and reports to the Executive Director of Secondary Education on file in the principal's office in May, 1983.

B. During the 1982-83 school year, the principal, with the assistance of the Callanan staff, will establish Home Unit Group advisee program for every student, as documented by the roll of students and curriculum on file in the principal's office.

Goal 5

A. Under the direction of the principal, the staff will plan units and activities that will provide information about and instruction for vocational/technical education, as documented by a detailed description of those units and activities on file in the principal's office by October, 1982.

Douglass Learning Center
2430 E University Avenue
Des Moines, IA 50317

Richard E. Peters
Principal
263-1232

The following building objectives are related to district goals:

Goal 1

The Douglass Learning Center's principal, student affairs coordinator, pupil services coordinator, and Douglass Learning Center staff shall develop a five year plan proposing the future direction of the instructional, guidance and other support programs related to the operation of Douglass Learning Center and present this plan to the Executive Director of Secondary Education for his approval by January 31, 1983.

Goal 2

The Douglass Learning Center's principal, student affairs coordinator, pupil services coordinator, and Douglass Learning Center staff shall develop plans to improve the level of understanding and support by the public of Douglass Learning Center and present those plans to the Executive Director of Secondary Education for his approval by January 31, 1983.

Goal 3

The Douglass Learning Center's principal, student affairs coordinator, pupil service coordinator, and Douglass Learning Center staff shall utilize the assessment instrument and monitoring system to determine Douglass Learning Center student achievement, during the 1982-83 school year, as documented by a detailed description of the instrument and monitoring system on file in the principal's office.

Goal 4

The Douglass Learning Center's principal, student affairs coordinator, pupil service coordinator, shall plan inservice for the staff to implement a 7-10 program, as documented by a description of activities conducted, which will be on file in the principal's office by October 29, 1982.

Goal 5

The Douglass Learning Center's principal, student affairs coordinator, pupil service coordinator, and staff shall plan and implement detailed plans for the new delivery system for vocational/technical education at Douglass Learning Center, as documented by a description of the plan on file in the Executive Director of Secondary Education's office by January 31, 1983.

Goodrell Junior High School
3300 E 29th Street
Des Moines, IA 50317

William McCollaugh
Principal
265-6051

The following building objectives are related to district goals:

Goal 1

The principal, with the assistance of department chairpersons and the pupil services coordinator, will develop a five year plan proposing the future direction of the instructional, guidance and support programs. This will be documented by a written copy of the plan on file with the Executive Director of Secondary Education by May 31, 1983.

Goal 2

The principal, with the assistance of the staff, will improve the level of public understanding and support through the distribution of the monthly newspaper to all Goodrell parents, submitting articles to the Lee Town News, and the use of "Something Good is Happening" cards to recognize student achievement. This will be documented by copies of newspapers, clippings and names of students on file in the principal's office by May 31, 1983.

Goal 3

The principal, assisted by a faculty designee, will hold inservice sessions with the staff during 1982-83 to insure the use of curriculum assessment instruments and monitoring systems, developed by the instructional division, to determine student achievement and effective use of staff and student time. This will be documented by a written summary of the meetings, placed on file in the principal's office by May 31, 1983.

Goal 4

The principal, with the assistance of the Curriculum and Staff Development Committees, will provide on-going inservice to the staff in support and implementation of the 6-8 transitional school. This will be documented by a summary of the meetings placed on file in the principal's office by May 1, 1983.

Goal 5

The principal, with the assistance of the staff, will modify the curriculum for the 1982-83 school year to include an experimental program which will block one section of eighth grade English and social science classes into a two hour interdisciplinary teaming approach. This will be documented by the teachers' year end written evaluation of the program on file in the principals's office by May 31, 1983.

Harding Junior High School
203 E Euclid Avenue
Des Moines, IA 50313

Robert Donly
Principal
244-9189

The following building objectives are related to district goals:

Goal 1

The principal, with the assistance of the guidance department, staff, and support personnel, shall develop a five year plan by May 31, 1983, as documented by the written plan on file in the principal's office.

Goal 2

The principal, with the assistance of the staff, shall plan and implement a seventh and eighth grade parent-teacher-student social night in September, 1982, as documented by an attendance record on file in the principal's office.

Goal 3

During the 1982-83 school year, the principal will utilize district curriculum assessment instruments and monitoring systems, when they become available, to determine student achievement toward district objectives, as documented by pre and posttests provided by the district which will be on file in the principal's office.

Goal 4

During the 1982-83 school year, the principal, with the assistance of the staff, will provide adequate time at faculty meetings and/or inservice days for the purpose of discussion and viewing of materials relevant to the 6-8 grade structure. This will be documented by filing a brief report in the principal's office after each session.

Goal 5

The principal, with the assistance of the staff and support personnel, will develop detailed plans for the new delivery system for the transitional school, as documented by the written plans on file in the principal's office by May 31, 1983.

Hiatt Junior High School
1214 E 15th Street
Des Moines, IA 50316

Carl S. Millsap
Principal
266-3129

The following building objectives are related to district goals:

Goal 1

A. The principal, with the assistance of the faculty, will secure enrollment data from the feeder elementary schools for grades one through six in the spring of 1982, fall of 1982 and spring of 1983, and develop a five year enrollment projection. This projection will be on file in the principal's office by April 30, 1983.

B. The principal, with the assistance of the faculty, students and parents, will plan and implement an Orientation Day for the incoming fifth and sixth grade students in the spring of 1983. This will be documented by a copy of the written plans on file in the principal's office by March 31, 1983.

C. The principal, with the assistance of the faculty, students and parents, will plan curriculum changes to occur over the next five years to meet district directives for the transitional school. This plan will be on file in the principal's office by February 28, 1983.

Goal 2

A. The principal with the assistance of the faculty will publish a monthly calendar of events in the Newsletter, place articles in the Lee Town News on a biweekly basis, submit three items for publication in Chalk Talk, and contact media for coverage of three major school events during the 1982-83 school year. Documentation will be records kept in a folder in the principal's office.

Goal 3

A. The principal, with the assistance of the Amos Hiatt staff, will participate in curriculum mapping to demonstrate when course objectives will be taught and when they were actually introduced to students. A curriculum mapping form will be completed by all teachers and submitted to the principal on week 10, week 19, week 28 and week 36, as documented by the forms on file in the principal's office by May 31, 1983.

Goal 4

A. During the 1982-83 school year, the building principal, working with the staff, parents and students, will provide bimonthly inservice programs to implement the 6-8 program. Documentation will be a description of the inservice programs conducted on file in the principal's office.

Hoyt Middle School
2700 E 42nd Street
Des Moines, IA 50317

Betty J. Hyde
Principal
265-7395

The following building objectives are related to district goals:

Goal 1

The principal, with the assistance of the Instructional Improvement Committee, will develop a five year plan proposing the future direction of Hoyt school's instructional, guidance and other support programs, as documented by written plans on file in the principal's office and with the Executive Director of Secondary Education by May 31, 1983.

Goal 2

The principal, with the assistance of the Hoyt faculty, PTA and Building Advisory Council, will develop plans to improve the level of understanding and support by the public, documented by a listing and description of vehicles employed and filed in the office of the principal and the Executive Director of Secondary Education by November 1, 1982.

Goal 3

The principal, with the assistance of the Instructional Improvement Committee, will utilize curriculum assessment instruments and monitoring systems to gauge the effectiveness of the Hoyt programs, as documented by the report of findings on file in the principal's office and with the Executive Director of Secondary Education, by June 1, 1983.

Goal 4

The principal, with the assistance of the Instructional Improvement Committee and the Inservice Committee, will utilize district supervisory and inservice assistance to implement a 6-8 program, as documented by a report of building activities on file in the principal's office and with the Executive Director of Secondary Education by June 1, 1983.

Goal 5

The principal, with the assistance of the Hoyt staff, will develop detailed plans for making students aware of vocational/technical offerings of the Des Moines Independent Community School District, as documented by the plans on file with the principal and with the Executive Director of Secondary Education by June 1, 1983.

McCombs Junior High School
201 SW County Line Road
Des Moines, IA 50315

Jerry D. Stilwell
Principal
287-2565

The following building objectives are related to district goals:

Goal 1

The principal, with the assistance of the instructional, counseling and support personnel departments, will develop a five year plan for the implementation of a study skills and teacher-advisee program for Grades 7-8. The program will be documented by written plans on file in the principal's office by January 31 of each year of the five year period.

Goal 2

The principal, assisted by the special education and talented and gifted teachers, will organize parent advisory groups for the Special Education and Talented and Gifted programs prior to the completion of the first month of the school year. Documentation of the advisory group meetings will be on file in the principal's office by May 1, 1983.

Goal 3

During the first semester the principal will assess each classroom teacher's effective use of time by documenting the student's academically engaged time and/or time on task. Written documentation of the analysis will be on file in the principal's office by January 31, 1983.

Goal 4

The principal, with the assistance of the building Inservice Committee, will develop a calendar of inservice activities that will assist in the implementation of the 6-8 program. The plan will be documented and on file in the principal's office by November 1, 1982.

Goal 5

The principal, with the assistance of the seventh and eighth grade team leaders, will develop the plans for the program structure of the McCombs Transitional School program by November 1, 1982, with documentation on file in the principal's office by January 31, 1983.

Meredith Junior High School
4827 Madison Avenue
Des Moines, IA 50310

Lacey Spriggs
Principal
276-4967

The following building objectives are related to district goals:

Goal 1

The principal, with the assistance of the administration, will complete a five year plan which will specify the plans proposing the future directions of the instructional, guidance and other support programs. This plan will be submitted to the Executive Director of Secondary Education prior to May 31, 1983.

Goal 2

The principal, with the assistance of the administration, shall improve the level of understanding and support by the public by developing a program of activities by October 15, 1982, as documented by a written plan on file in the principal's office.

Goal 3

The principal, with the assistance of the administration, shall utilize curriculum assessment instruments to determine student achievement of district objectives and effective use of staff and student time, as documented by the results on file in the principal's office by May 31, 1983.

Goal 4

The principal, with the assistance of the administration, shall provide inservice activities to facilitate the organizational change to Grades 6-8 during the 1982-83 school year. A record of these activities shall be on file in the principal's office.

Goal 5

The principal, with the assistance of the administration, shall work to implement the plans developed by the transitional school committee and adopted by the Board of Education. This plan shall be in effect the fall semester of 1983, as evidenced by the schedule of activities on file in the principal's office.

Merrill Junior High School
5301 Grand Avenue
Des Moines, IA 50312

John I. Barrett
Principal
274-3441

The following building objectives are related to district goals:

Goal 1

The principal, with the assistance of the Executive Director of Secondary Education, will develop a plan relating to the future direction of the instructional, guidance, and support programs of Merrill Junior High School, as evidenced by the plan on file in the office of the Executive Director of Secondary Education by May 31, 1983.

Goal 2

The principal will conduct an information meeting for parents about the curriculum of the new transitional school and the procedures for orienting the incoming sixth and seventh grade students, in each feeder elementary school, by February 15, 1983, as evidenced by a plan for each meeting on file in the principal's office.

Goal 3

The principal will utilize at least one of the assessment instruments developed by the instructional division to determine student achievement and/or effective use of staff and student time by May 31, 1983, as evidenced by a copy of the results sent to the Executive Director of Secondary Education.

Goal 4

The principal, with the assistance of the Inservice Committee, will plan and carry out at least three inservice activities for teachers concerning implementation of the Transitional School, based on recommendations from the Six-Eight Curriculum Committee, by April 1, 1983, as evidenced by a description of each activity sent to the Executive Director of Secondary Education.

Goal 5

The principal, with the assistance of the school Teacher/Advisor Committee, will prepare at least six lessons for sixth grade students, providing an earlier introduction to the many opportunities in vocational/technical education available at the high school level, by May 31, 1983, as evidenced by a copy of the lessons on file in the principal's office.

Ruby Van Meter School
710 - 28th Street
Des Moines, IA 50312

Jerry Caster
Principal
274-3873

The following building objectives are related to district goals:

Goal 1

A. The principal, with the assistance of the staff, shall develop a five year plan proposing the future direction of the instructional and support programs, as documented by the written plans on file with the Executive Director of Secondary Education by May 31, 1983.

B. The principal, with the assistance of the staff, will study the need for improved assessment in self-help skills, sex education information, communication skills, math at the prevocational and vocational levels, and ancillary instruction. A report of plans and activities for improved assessment will be on file in the principal's office by May 31, 1983.

Goal 2

A. The principal, with the assistance of the staff, shall develop plans to improve the level of understanding and support by the public, as documented by descriptions of the plans on file with the Executive Director of Secondary Education by January 31, 1983.

Goal 3

A. The principal and developmental level teachers, with the assistance of the supervisor of mental disabilities, will review curriculum sequences currently available for severely and profoundly handicapped students. A description of the review process along with curriculum recommendations will be on file in the principal's office by May 23, 1983.

Goal 5

A. The principal, with the assistance of the staff, will review the existing vocational education program. Information and recommendations will be on file in the principal's office by December 1, 1982.

Weeks Junior High School
901 SE Park Avenue
Des Moines, IA 50315

Wendell E. Miskimins
Principal
288-6755

The following building objectives are related to district goals:

Goal 1

The principal shall assist the staff to develop a plan proposing the future direction of the instructional, guidance and other support programs, as documented by the written plans on file with the principal by May 1, 1983.

Goal 2

The principal, with the assistance of building staff, shall develop plans to improve the level of understanding and support by the public, as documented by descriptions of the plans on file with the principal by December 1, 1982.

Goal 3

The principal, with the assistance of the team leader and chairpeople, will complete the development of measurable educational objectives for all appropriate programs by December 1, 1982, as documented by the lists of objectives for each program on file in the principal's office.

Goal 4

The principal, with the assistance of his vice principals, will provide, during the 1982-83 school year, adequate supervisory and inservice support to implement a 6-8 program, as documented by a description of activities on file in the principal's office.

Goal 5

The principal, with the assistance of the team leader and chairpeople, will prepare plans to implement vocational/technical educational service in the transitional school, as documented by a description of the plan on file in the principal's office by May, 1983.

Adams Elementary School
3720 E 29th Street
Des Moines, IA 50317

Sally Liechty
Principal
266-5169

The following building objectives are related to district goals:

Goal 1

A. A needs assessment concerning personnel support services necessary to implement the K-5 structure will be conducted by the principal with the cooperation of the staff by January 15, 1983. The report will be on file in the principal's office.

Goal 2

A. During the 1982-83 school year, the principal will use with the community one presentation developed by the elementary department concerning the K-5 program, as documented by the date and time of the meeting; how many were present and the name of the presentation on file in the principal's office.

Goal 3

A. During the 1982-83 school year, the principal with the assistance of the staff, will use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments were used and the results gained.

B. During the 1982-83 school year, the principal with the assistance of the staff, will develop a homework plan for Grades 1-6, as documented by a description of the plan on file in the principal's office.

Goal 4

A. Supervisory support and inservice programs concerning the implementation of the K-5 program will be provided to the staff by the principal during the 1982-83 school year, as documented by a report on file in the principal's office describing what inservice programs and supervisory support were used.

Goal 5

A. The principal, with the assistance of the staff and the staff from Goodrell Junior High School, will plan orientation activities during the 1982-83 school year that will acquaint children and parents with the transitional school program, as documented by the activity and the date of the activity on file in the principal's office.

Brooks Elementary School
2214 Des Moines Street
Des Moines, IA 50317

Daniel Priest
Principal
262-3167

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

B. The staff, with the assistance of the principal, will continue to assess the math and science curriculum during the 1982-83 school year with instruments developed at the school, as documented by written assessments made on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community at least one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents and classroom instruction, as documented by a sheet of signatures indicating persons present.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

B. The Brooks Elementary School and Site Committee for Inservice will devote at least one staff inservice meeting to become acquainted with curriculum assessment instruments and monitoring systems to determine student achievement and effective use of staff and student time as developed by the Assistant Superintendent for Instruction and instructional division directors, as documented by a list of staff members attending on file in the principal's office by the end of the 1982-83 school year.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

Goal 5

A. The principal and staff will invite the counselors, and/or other available personnel, for Hiatt Junior High School to present a program to the 1982-83 Brooks Elementary School fifth and sixth graders concerning orientation and information about the transitional school, as documented by a resume of the program and a list of students attending on file in the principal's office by the end of May, 1983.

Cattell Elementary School
1210 E Hull Avenue
Des Moines, IA 50316

Paul D. Pace
Principal
262-5697

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1982, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by descriptions of how the instruments and systems were used and the results gained.

B. The Cattell Elementary School principal and staff will implement and evaluate the Des Moines Spelling Plan during the 1982-83 school year by charting each student's individual progress, as documented by progress charts on file in the rooms of each spelling teacher.

Goal 4

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents and classroom instruction, as documented by a sheet of signatures indicating persons present.

B. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

C. The principal and staff of Cattell will attend three inservice meetings (October, 1982; December, 1982; and April, 1983) designed to strengthen the mainstreaming phase of the T.A.G. program, as documented by meeting agendas and evaluation forms on file in the principal's office.

Douglas Elementary School
3800 E Douglas Avenue
Des Moines, IA 50317

Helen M. Oliver
Principal
265-0366

The following building objectives are related to district goals:

Goal 1

A. The principal, with the assistance of the staff, shall assess the support services available to our students, as documented by a list of students recommended for support on file in the principal's office by May 5, 1983.

B. The principal, with the assistance of the staff, shall assess the K-5 math program for the 1982-83 school year, as documented by a description of the assessment procedure and resulting summary, on file in the principal's office by May 30, 1983.

Goal 2

A. The principal, with the assistance of the Douglas School PTA and staff, shall present a continuing education program twice yearly for the community, as documented by the subject and date of the presentations on file in the principal's office by May 15, 1983.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by descriptions of how the instruments and systems were used and the results gained.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

Goal 5

A. The principal, with the assistance of the staff, shall develop two transitional activities between our fifth graders, McKee School and Hoyt Middle School, as documented by a statement of activities and dates on file in the principal's office by May 15, 1983.

Edmunds Elementary School
1601 Crocker Street
Des Moines, IA 50314

Betty J. Williams
Principal
243-1174

The following building objectives are related to district goals:

Goal 1

A. The principal, with the assistance of a building committee, shall investigate the support service personnel necessary to the implementation of a K-5 structure, documentation of committee findings and a final report of recommendations to be on file in the principal's office by January 15, 1983.

Goal 2

A. The principal, with the assistance of staff, will coordinate the preparation of a presentation describing and interpreting the K-5 programs at Edmunds/Jefferson, as documented by a copy of the presentation on file in the principal's office by February 1, 1983.

B. The principal, education coordinator and selected staff will review and revise the Parent Information Discipline booklet and the Volunteer Handbook, to be issued to parents and community by October 15, 1982, as documented by copies on file in the principal's office.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional divison to determine student achievement and effective use of staff/ student time, as documented by descriptions of how the instruments and systems were used and the results gained.

B. The principal and staff will continue assessment of district objectives for reading/math in correlation with the CIMS computer program to determine student achievement, effective use of student time and direct instruction, as documented by records on file with the staff and principal.

C. The principal and selected staff will develop a computer literacy program in which a minimum of one-third of the student population will be exposed to computer use, as documented by a list of students and staff participants by May 1, 1983.

Goal 4

A. The principal will schedule a minimum of two inservice sessions with subject area supervisors to support objectives for implementation of a K-5 program, as documented by a record of the inservice and participants on file in the principal's office.

Findley Elementary School
3000 Cambridge Street
Des Moines, IA 50313

Lester Rees
Principal
282-5281

The following building objectives are related to district goals:

Goal 1

A. The Findley principal, with cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. During the 1982-83 school year, the Findley principal and staff will use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a sheet of signatures indicating persons present.

B. The Findley principal, with the help of Unit C teachers, will use an introductory letter with parents, a parental invitation to observe their children using the Des Moines Spelling Plan and Progress Reports to record spelling and writing activity grades. Documentation shall be copies of same on file in the principal's office.

Goal 3

A. The Findley principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained for the language arts curriculum area.

B. During the 1982-83 school year, the Findley principal and Unit A will design a recording system for the Heath Math Program to assure student achievement of district objectives and to make the most effective use of staff and teacher time, as documented by a copy of the recording system on file in the principal's office.

C. The Findley principal, with the assistance of Unit A teachers, will provide homework for each student daily in math. Those students who advance quickly will participate in math media lessons which involve listening and responding in set lengths of time. A list of each student's participation in the homework and media lessons will be documented in each nine week session and kept on file in the principal's office.

D. The Findley principal, with the cooperation of the Unit B leader, will facilitate implementation of the spelling program by providing inservice for Unit B members. Unit B students and teachers will keep a weekly record of student progress by documenting pretest scores on Monday and posttest scores on Friday. Weekly writing assignments and test papers will be kept in student folders. Each teacher in Unit B will keep a chart showing group spelling scores. The group chart will be turned in to the office every nine weeks as further documentation of this objective.

Goal 4

A. During the 1982-83 school year, the Findley principal and staff will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support and how inservice programs were used.

Garton Elementary School
2820 E 24th Street
Des Moines, IA 50317

Sandra O'Brien
Principal
262-3144

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff and the Building Advisory Council, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office by May 15, 1983.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents and classroom instruction, as documented by a report which will include the date, place and number of persons present at the meeting on file in the principal's office by May 15, 1983.

Goal 3

A. During the 1982-83 school year, the principal, with the assistance of the staff, will develop a homework policy, which will be shared with the Building Advisory Council, the PTA and distributed to each Garton household, as documented by a report on file in the principal's office by May 15, 1983.

B. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a report on how the instruments and systems were used and the results gained, on file in the principal's office by May 15, 1983.

C. During the 1982-83 school year, the principal with the assistance of the staff will develop a motivational reading program, as documented by a list of activities on file in the principal's office by May 15, 1983.

D. During the 1982-83 school year, the principal with the assistance of the staff will develop four activities to improve student writing in Grades 3, 4, 5, and 6, as documented by a list of activities on file in the principal's office by May 15, 1983.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used. The report will be on file in the principal's office by May 15, 1983.

Goal 5

A. During the 1982-83 school year, the principal with the assistance of the staff and the cooperation of the Goodrell and Hiatt principals and staff will plan an orientation activity for the students planning to attend Goodrell and Hiatt Transitional Schools in the fall of 1982, as documented by a report on file in the principal's office by May 15, 1983.

Granger Elementary School
101 E Leach Street
Des Moines, IA 50315

Gerald Clutts
Principal
285-7525

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement the K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of the presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a sheet of signatures indicating persons present.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by descriptions of how the instruments and systems were used and the results gained.

B. Within one month after receipt of the results of the spring, 1982, district objective-based mathematics tests, the principal and faculty will meet to assess areas of weakness and make appropriate changes, as documented by the minutes of the meeting and changes made on file in the principal's office.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

B. During the first semester of the 1982-83 school year, the principal and staff will participate in an inservice for qualification for administering medication to students, as provided by the District Health Services Division, as documented by a list of participants on file in the principal's office.

Greenwood Elementary School
316 - 37th Street
Des Moines, IA 50312

Lois Smith
Principal
279-8859

The following building objectives are related to district goals:

Goal 1

A. The principal and Greenwood staff will conduct and report, by January 15, 1983, the results of a needs assessment survey which is to determine and recommend support services at Greenwood necessary to implement a K-5 structure beginning in the fall of 1983. This will be documented by a report which will be maintained in the principal's office.

Goal 2

A. The principal of Greenwood Elementary School and the PTA program chairman will by December 31, 1982, conduct an orientation meeting for parents developed by the elementary department, which explains the forthcoming K-5 program, as documented by an attendance roster on file in the principal's office and a copy of the program announcement to parents.

B. The Greenwood students in grades K-6 will take home a weekly summary of curriculum and student accomplishments during the first nine weeks of school, which will be documented by copies maintained on file by the homeroom teacher and building principal. This will be evaluated as to its practicality and usefulness at fall conference time, and a decision made regarding its continuation.

Goal 3

A. The principal and staff of Greenwood Elementary School will, during the 1982-83 school year, use the district's assessment instruments and monitoring systems to determine student achievement and future needs, as documented by a description of how the instruments and systems were used and the results obtained.

B. The staff of Greenwood Elementary School and the Junior League will coordinate efforts to implement Project Omnibus during the 1982-83 school year for students meeting the selection criteria established by the Omnibus Committee. Program implementation will be documented by copies of the agenda for staff inservice meetings, a roster of students participating and copies of evaluation forms placed on file in the principal's office by May 31, 1983.

C. The principal and staff will implement, by September 15, 1982, the Greenwood discipline policy modifications recommended by the school's assertive discipline evaluation committee and accepted by the staff, as documented by copies of the policy on file in the principal's office.

D. The principal and staff will implement the Greenwood homework policy which will be sent to parents by September 15, 1982. An evaluation survey will be distributed to parents during the fall conferences and will subsequently be reviewed and amended as deemed appropriate by the homework committee and school staff. This will be documented by a copy of the revised policy on file in the principal's office not later than December 31, 1982.

Goal 4

A. The curriculum supervisors with the assistance of the principal will conduct in their area of curriculum expertise six inservice staff meetings during the 1982-83 school year. This will be documented by copies of the building bulletins showing the meeting dates being retained on file in the school's office.

B. The fifth grade class of 1982-83 will participate in activities previously reserved to sixth grade students such as serving as members of the school crossing patrol, selling milk and being playground equipment monitors, as documented by a list of students and their assignments on file in the principal's office by May 31, 1983.

Hanawalt Elementary School
225 - 56th Street
Des Moines, IA 50312

Donald Shaw
Principal
274-3824

The following building objectives are related to district goals:

Goal 1

A. The principal, with the assistance of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents and classroom instruction, as documented by a signed attendance role indicating persons present.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year, use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by description of how the instruments and systems were used and the results gained.

B. The principal, with the assistance of the staff, will during the 1982-83 school year, implement the staff devised discipline management system, as documented by unit guidelines and parent communications on file in the principal's office.

C. During the 1982-83 school year, the staff with the assistance of the principal, will participate in at least two art inservice sessions, as documented by a roster of attendance on file in the principal's office.

Goal 4

A. During the 1982-83 school year, the principal will use inservice programs developed by the instructional division and will provide adequate supervisory support to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

Hillis Elementary School
2401 - 56th Street
Des Moines, IA 50310

Joan Sherman
Principal
274-4081

The following building objectives are related to district goals:

Goal 1

A. The Hillis principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The Hillis principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents and classroom instruction, as documented by a sheet of signatures indicating persons present.

B. The Hillis principal, with the assistance of the music teacher, will arrange for the 1983 Hillis School Spring Musical to be presented in a public location by May 30, 1983, as documented by a series of photographs taken on the site, on display in the music room and later filed in the principal's office.

C. During the second semester of the 1982-83 school year, the principal with the assistance of the staff will provide information on the transitional school at a meeting with fifth and sixth grade students and their parents, as documented by a report on file in the principal's office.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instrument and monitoring system developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

Howe Elementary School
2900 Indianola Avenue
Des Moines, IA 50315

Dorla Johnson
Principal
244-8161

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a sheet of signatures indicating persons present.

B. The principal, with the assistance of the staff, will during the 1982-83 school year meet with the fifth and sixth grade parents and students to review the transitional school program, as documented by a sheet of signatures indicating persons present.

C. The principal, with the assistance of the staff, will by November 1, 1982, meet with parents of grades two through six to explain the Des Moines Spelling Plan which is being initiated at Howe Elementary School in the 1982-83 school year, as documented by plans on file in the principal's office.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained on file in the principal's office.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used on file in the principal's office.

Hubbell Elementary School
800 - 42nd Street
Des Moines, IA 50312

Dr. Gary Sheldon
Principal
255-3183

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will during the 1982-83 school year use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a sheet of signatures indicating persons present.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

B. The principal, with the cooperation of the staff, will prior to March 1, 1983, schedule three resource people to provide inservice meetings for the English as a Second Language Program, as documented by the names of resource people used on file in the principal's office.

C. During the 1982-83 school year, the principal with the assistance of the Building Site Committee, will schedule resource people to provide two inservice meetings on the exceptional child, as documented by a report of meetings on file in the principal's office.

Jackson Elementary School
3825 Indianola Avenue
Des Moines, IA 50315

Robert Langbehn
Principal
288-0157

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement the K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community at least two of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a sheet of signatures indicating persons present on file in the principal's office prior to June 1, 1983.

B. The principal, with the assistance of the staff, will plan activities as a "Salute to Education" to be presented to parents in April, 1983, as documented by a summary report of the activities and program attendance on file in the principal's office prior to May 1, 1983.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year, use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained on file in the principal's office prior to June 1, 1983.

B. The principal, with the assistance of the staff, will improve student achievement of district objectives by the use of curriculum mapping in math in Grades K-5, as documented by copies of the mapping forms filed in the principal's office prior to June 1, 1983.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used on file in the principal's office prior to June 1, 1983.

Jefferson Elementary School
2425 Watrous Avenue
Des Moines, IA 50321

Michael C. Schaumburg
Principal
287-2020

The following building objectives are related to district goals:

Goal 1

A. The principal, with the assistance of a building committee, shall investigate the support service personnel necessary to implement a K-5 structure, documentation of committee findings and a final report of recommendations to be on file in the principal's office by January 15, 1983.

Goal 2

A. The principal, with the assistance of staff, will coordinate the preparation of a presentation describing and interpreting the K-5 programs at Edmunds/Jefferson, as documented by a copy of the presentation on file in the principal's office by February 1, 1983.

B. The principal, educational coordinator and selected staff will review and revise the Parent Information Discipline Booklet and the Volunteer Handbook, to be issued to parents and community by October 15, 1982, as documented by copies on file in the principal's office.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff/student time, as documented by a description of how the instruments and systems were used and the results gained.

B. The principal and staff will continue assessment of district objectives for reading/math in correlation with the CIMS computer program to determine student achievement, effective use of student time and direct instruction, as documented by records of correlation mastery on file with the staff and principal.

C. By May 1, 1983, the principal and selected staff will develop a computer literacy program in which a minimum of one-third of our student population will be exposed to computer use to be documented by a list of students and staff participants.

Goal 4

A. By May 31, 1983, the principal will schedule a minimum of two inservice sessions with subject area supervisors to support objectives developed by the instructional division for implementation of a K-5 program, as documented by a record of inservice and participants on file in the principal's office.

King Elementary School
1849 Forest Avenue
Des Moines, IA 50314

Lawrence Streyffeler
Principal
243-1297

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a sheet of signatures indicating persons present.

B. The principal will schedule a presentation for parents by November 1 explaining the magnet programs developed at King-Perkins, as documented by a list of signatures of persons present on file in the principal's office.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

B. The principal, with the assistance of the educational coordinator, will develop and schedule an inservice program by October 1, 1982, designed to help implement the Expanded Science Program at King-Perkins Schools, as documented by a description of the program and a list of staff members present for the presentation on file in the principal's office.

Longfellow Elementary School
1101 E Sixth Avenue
Des Moines, IA 50316

Udell Cason, Jr.
Principal
266-8067

The following building objectives are related to district goals:

Goal 1

A. During the 1982-83 school year, the principal will plan and develop alternative educational activities for regular and special education students in Grades K-5, as documented by written reports of activities and progress on file in the principal's office.

Goal 2

A. During the 1982-83 school year, the principal will send home a monthly newsletter, as documented by bulletins kept in the principal's office.

Goal 3

A. During the 1982-83 school year, the principal will require each teacher to submit, at the end of each quarter, a progress report on each student that will determine amount of time spent in each academic area and academic growth, as documented by teacher's reports on file in the principal's office.

B. During the 1982-83 school year, each subject area teacher will submit, at the end of each quarter, progress reports on areas taught, as documented by forms kept in the principal's office.

Goal 4

A. During the 1982-83 school year, the principal working with Longfellow classroom teachers, will provide three inservices designed to assist teachers in implementing a K-5 program, as documented by a description of activities that will be placed on file in the office of the Executive Director of Elementary Education.

Goal 5

A. The principal, with the assistance of the Curriculum Department and Educational Services, will develop a curriculum and schedule for a successful K-5 program during the 1982-83 school year to be implemented at the beginning of the 1983-84 school year, as documented by a copy of the curriculum and schedule on file in the principal's office.

Lovejoy Elementary School
801 Southeast Kenyon
Des Moines, IA 50315

Virginia Lawrence
Principal
285-3156

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents and classroom instruction, as documented by a sheet of signatures indicating persons present.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed in the instructional division to determine student achievement and effective use of staff and student time, as documented by description of how the instruments and systems were used and the results gained.

B. The principal will, during the 1982-83 school year, monitor the teaching of the mathematics objectives by requiring staff in grades one through six to check and submit to the principal one mathematics paper for each student biweekly, as documented by student's papers on file in the principal's office.

C. The principal will, during the 1982-83 school year, monitor the teaching of the language arts objectives by requiring staff in grades one through six to check and submit to the principal one language paper for each student biweekly, as documented by students' papers on file in the principal's office.

D. The principal will, during the 1982-83 fall conference for teachers, conduct an inservice meeting on ITBS scores and test taking, as documented by a list of participants and copies of materials used on file in the principal's office.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

Lucas Elementary School
1535 Capitol Avenue
Des Moines, IA 50316

Marie Cardamone
Principal
266-5079

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, shall prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement the K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal shall, during the 1982-83 school year, use with the community at least one of four presentations developed by the elementary department concerning the K-5 program, support services to students, alternative schools available to parents and classroom instruction as well as a slide presentation describing the hearing impaired program developed during the 1981-82 school year. This will be documented by a sheet of signatures indicating persons present.

B. The principal, with the assistance of the psychologist and social worker, will plan and conduct meetings for the parents of the hearing impaired children based on the needs expressed by the parents. A list of the meetings and the dates held will be on file in the principal's office by the end of the first semester.

Goal 3

A. The principal, with the assistance of the staff, shall assess the math curriculum through the use of teachers and central office personnel during the 1982-83 school year, as documented by the written assessment and recommended changes on file in the principal's office no later than May 31, 1983.

B. The principal, with the assistance of the staff and parents, shall develop by June 1, 1983, guidelines for homework to be implemented during the 1982-83 school year. A copy of these guidelines will be on file in the principal's office prior to the opening of the 1982-83 school year.

Goal 4

A. During the 1982-83 school year, the principal with the assistance of the staff, shall provide adequate supervisory support and will use inservice programs, as documented by a report describing what supervisory support was provided and how inservice programs were used.

Madison Elementary School
806 E Hoffman Avenue
Des Moines, IA 50316

Dr. Larry Martindale
Principal
265-5609

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necesssary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents and classroom instruction, as documented by a sheet of signatures indicating persons present.

B. The principal of Madison Elementary School, with the cooperation of the school staff, will devise three informational flyers designed to provide parents with more information about the curricular areas of reading, language arts, and mathematics at Madison Elementary School, as evidenced by a copy of such flyers, which will be on file in the principal's office by May 15, 1983.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained on file in the principal's office.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used on file in the principal's office.

Goal 5

A. The principal, of Madison Elementary School, will work closely with the principal of Warren Harding Junior High School in developing and implementing an information program to acquaint both fifth and sixth grade Madison students and their parents concerning the transitional school concept, as evidenced by a listing of activities conducted, which will be on file in the principal's office by May 27, 1983.

Mann Elementary School
1001 Amos Street
Des Moines, IA 50315

Jack Gibbons
Principal
285-1150

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents and classroom instruction, as documented by a sheet of signatures indicating persons present.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by description of how the instruments and systems were used and the results gained.

B. The principal, with the cooperation of the staff, shall prior to January 15, 1983, improve our assertive discipline policy by placing more emphasis on positive reinforcement and the use of service type consequences for negative behavior. Documentation will be kept in a log in the teachers' room with a copy in the principal's office.

C. The principal, with the assistance of the staff by October 1, 1983, shall make a presentation to parents regarding our homework policy, as documented by minutes on file in the principal's office.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice problems were used.

McKee Elementary School
2115 E 39th Street
Des Moines, IA 50317

Jerry Mills
Principal
263-3243

The following building objectives are related to district goals:

Goal 1

A. The McKee staff and principal will conduct a needs assessment regarding support services needed to continue the K-5 structure, as documented by the agenda and results being on file in the principal's office by January 17, 1983.

Goal 2

A. The McKee Parent Teachers United Group, along with the principal, will make at least one evening presentation of the programs developed by the elementary department in the areas of K-5 program, support services to students, alternative schools available to parents, and classroom instruction in the Des Moines schools during the 1982-83 school year, as documented by the agenda filed in the principal's office.

B. The principal will develop information sheets on two curriculum areas to be distributed through the monthly calendar once each semester, as shown by copies on file in the principal's office.

Goal 3

A. The principal, with the assistance of the teachers, will conduct a curriculum mapping assessment of the science program during the 1982-83 school year, as documented by copies of the instrument being used and results obtained being on file in the principal's office.

Goal 4

A. The principal will provide inservice programs and supervisory support for the implementation of any changes that will occur as a result of the K-5 organization, as evidenced by the use of one or more programs developed by the instructional division and a report describing what supervisory support was given as filed in the principal's office by May 1, 1983.

Goal 5

A. McKee Elementary School will coordinate with Douglas Elementary School to facilitate opportunities whereby the transition of the fifth graders to the middle school will be enhanced as evidenced by the activities (pen pals, joint assemblies, teacher discussions, etc.) used being on file in the principal's office.

McKinley Elementary School
1610 SE Sixth Street
Des Moines, IA 50315

Wilbert Coleman
Principal
243-1844

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement the K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a sheet of signatures indicating persons present.

B. During the 1982-83 school year, the principal along with the staff and PTA, will develop and implement a parent workshop, as documented by a report describing what the workshop provided and how the parent workshop was used on file in the principal's office.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by description of how the instruments and systems were used and the results gained.

B. The principal and staff will, during the 1982-83 school year, maintain a log on how instructional time was used, as documented by weekly reports on file in the principal's office.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program as documented by a report describing what supervisory support was provided and how inservice programs were used.

Mitchell Elementary School
111 SW Porter Avenue
Des Moines, IA 50315

Harry Elder
Principal
285-2378

The following building objectives are related to district goals:

Goal 1

A. The principal of Mitchell Elementary School, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal of Mitchell Elementary School will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a sheet of signatures indicating persons present.

Goal 3

A. The principal of Mitchell Elementary School, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

B. The Mitchell staff, under the direction of the principal, shall establish an Assertive Discipline Program for the playground and cafeteria, during the 1982-83 school year, as evidenced by a copy of the rules posted in all classrooms and on the hall bulletin boards and the explanation letter sent to parents by May 1, 1982.

Goal 4

A. During the 1982-83 school year, the principal of Mitchell Elementary School will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

B. The principal and a minimum of 10 staff members from Mitchell Elementary School will attend a CPR class by May 1, 1983, to become proficient in administering CPR, as documented by sheets on file in the office of the principal.

Monroe Elementary School
2250 30th Street
Des Moines, IA 50314

Robert N. Hyde
Principal
255-2153

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a sheet of signatures indicating persons present.

B. The principal, with the assistance of the staff, will prior to May 15, 1983, conduct an evening meeting for those students who will attend sixth grade in the transitional school and their parents, as documented by a report describing the meeting and number of participants.

C. The principal, with the assistance of the staff, will develop a slide presentation, A Salute to Monroe-Rice School, by May 1, 1983, which will be a visual display of all positive happenings in both buildings. This will be documented by the slide presentation and dates and places at which it is shown.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

Moore Elementary School
3725 52nd Street
Des Moines, IA 50310

Barbara G. Sloan
Principal
278-0407

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents and classroom instruction, as documented by a sheet of signatures indicating persons present.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

B. The principal will, during the 1982-83 school year, make every effort to curtail interruptions of instructional time in the areas of reading and math by scheduling "pull out" lessons outside the reading and math time frames and encouraging all staff to be aware of this desired objective, as documented by copies of schedules on file with the principal.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

B. The principal will, with the assistance of the staff, implement the changes developed by the Building Advisory Council for the 1982-83 school year, as documented by a copy of the minutes of the January Building Advisory Council meeting and a report of progress made by the principal in May, 1982, on file in the office.

Moulton Elementary School
710 College Avenue
Des Moines, IA 50314

Joseph Thomas Turner
Principal
288-9545

The following building objectives are related to district goals:

Goal 1

A. The Moulton principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. During the 1982-83 school year, the Moulton principal and staff will use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a sheet of signatures indicating persons present.

Goal 3

A. The Moulton principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained for the Language Arts Curriculum Area.

B. The principal, with the assistance of the educational coordinator and staff, will facilitate implementation of the Des Moines Spelling Program by providing inservice for all second through sixth grade teachers at Moulton. All students and teachers, who are implementing the program, will keep a weekly record of student progress by documenting pretest scores on Monday and posttest scores on Friday. Weekly writing assignments and test papers will be kept in student folders. Each teacher will keep a chart showing group spelling scores. The group chart will be turned into the office every nine weeks as further documentation of this objective.

C. The Moulton principal and faculty shall review and revise the Assertive Discipline Program, as documented by a description of the inservice activities and plan on file in the principal's office, during the 1982-83 school year.

Goal 4

A. During the 1982-83 school year, the Moulton principal and staff will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

Oak Park Elementary School
3928 Sixth Avenue
Des Moines, IA 50313

Dr. Larry Martindale
Principal
244-0301

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, shall conduct a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report of the results on file in the principal's office by January 15, 1983.

Goal 2

A. The principal, with the assistance of the staff, shall use with the community at least one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction during the 1982-83 school year, as documented by a list of signatures indicating persons present.

Goal 3

A. The principal, with the assistance of the staff, shall during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time in the area of math, as documented by description of how the instruments and systems were used and the results gained.

B. The principal, with the assistance of the staff, shall implement a building homework policy for the 1982-83 school year, as documented by a copy of the procedure to be followed on file in the principal's office by August 26, 1982.

C. The principal, with the assistance of the staff, shall initiate a program using students as tutors, during the 1982-83 school year, as documented by a copy of the program, schedule, and students involved on file in the principal's office by the end of the first nine weeks.

D. The principal, with the assistance of the staff, shall establish an honor roll for grades four through six throughout the 1982-83 school year, as documented by a copy of the criteria for selection and a list of students honored posted quarterly and placed on file in the principal's office.

Goal 4

A. During the 1982-83 school year, the principal assisted by the staff shall provide supervisory support and shall use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

Park Avenue Elementary School
3141 SW Ninth Street
Des Moines, IA 50315

Howard Hart
Principal
244-3283

The following building objectives are related to district goals:

Goal 1

A. The principal, with the assistance of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal, during the 1982-83 school year, will use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents and classroom instruction, as documented by a sheet of signatures indicating persons present, filed in the principal's office by May 1, 1983.

B. The principal, with the assistance of the staff, will send home to parents and distribute to others through selected community businesses and/or agencies, during the 1982-83 school year, a biweekly newsletter, as documented by copies of the newsletter on file in the principal's office.

Goal 3

A. The principal, with the assistance of the staff, during the 1982-83 school year, will use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained on file in the principal's office by May 1, 1983.

B. The principal, with the assistance of the staff, will design and utilize instruments to determine the most effective use of students' and staff members' time as to their involvement in extra curricular activities, as documented by a copy of the instruments used and filed in the principal's office by May 15, 1983.

Goal 4

A. The principal, during the 1982-83 school year, will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used on file in the principal's office by May 1, 1983.

Perkins Elementary School
4301 College Avenue
Des Moines, IA 50311

James Mitchell
Principal
274-3421

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a list of signatures indicating persons present.

B. The principal will schedule a presentation for parents by November 1, explaining the magnet programs developed at King-Perkins, as documented by a list of signatures of persons present on file in the principal's office.

Goal 3

A. The principal, with the assistance of the staff will, during the 1982-83 school year, use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

B. The principal, with the assistance of the educational coordinator, will develop and schedule an inservice program by October 1, 1982, designed to help implement the Expanded Science Program at King-Perkins Schools, as documented by a description of the program and a list of staff members present for the presentation on file in the principal's office.

Phillips Traditional School
1701 Lay Street
Des Moines, IA 50317

Dominic Bonanno
Principal
265-3406

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a (K-8) structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a (K-8) program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a list of signatures indicating persons present.

Goal 3

A. The principal, with the assistance of the staff will, during the 1982-83 school year, use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

B. The principal, with the assistance of the Phillips Traditional School teachers, will develop strategies and implement said strategies from areas of need as pointed out by an assertive discipline needs assessment. This will be documented by placing a copy of the results of the needs assessment and developed strategies on file in the principal's office by January, 1983.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-8 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

Goal 5

A. The principal, with the assistance of the Phillips Traditional School Curriculum Committee shall, during the 1982-83 school year, develop a curriculum plan that would make the sixth and seventh grade basic skills areas a smooth transition from fifth grade, as documented by placing said plan on file in the principal's office by January, 1983.

Pleasant Hill Elementary School
4801 E Oakwood Drive
Des Moines, IA 50317

Melvin Kiner
Principal
265-7573

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

B. The principal, with the assistance of the unit leaders, will prior to January 15, 1983, provide two inservice meetings for staff on realignment of unit structure, as documented by the agenda and report of each meeting on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a list of signatures indicating persons present.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

Goal 5

A. The principal will, prior to May 15, 1983, provide an orientation meeting for fifth and sixth grade students and their parents concerning the transitional school, as documented by a report on file in the principal's office.

Rice Elementary School
3001 Beaver Avenue
Des Moines, IA 50310

Robert N. Hyde
Principal
255-7534

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a list of signatures indicating persons present.

B. The principal, with the assistance of the staff, will prior to May 15, 1983, conduct an evening meeting for those students who will attend sixth grade in the transitional school and their parents, as documented by a report describing the meeting and number of participants.

C. The principal, with the assistance of the staff, will develop a slide presentation, A Salute to Monroe-Rice School, by May 1, 1983, which will be a visual display of all positive happenings in both buildings. This will be documented by the slide presentation, dates and places at which it is shown.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year, use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

Samuelson Elementary School
3929 Bel-Aire Road
Des Moines, IA 50310

Gloria McCrorey
Principal
278-0265

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a list of signatures indicating persons present.

B. The principal will, during the 1982-83 school year, use with the parents of fifth and sixth grade students specific plans for the transitional schools developed by the district, as documented by a list of signatures indicating persons present.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

B. The principal, with the assistance of the staff, will assess the Assertive Discipline Plan by January 15, 1983, and make necessary changes, as documented in the list of school rules and changes made on file in the principal's office.

C. The principal will, by October 15, 1982, use with the staff the tapes and transparencies on "Planning for Effective Instruction" that is available in the Curriculum Service Center, as documented by a list of persons who participated and a report on file in the principal's office.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how the inservice programs were used.

Smouse School
2820 Center Street
Des Moines, IA 50312

Principal
277-6311

The following building objectives are related to district goals:

Goal 1

A. The principal, in conjunction with the itinerant physical disabilities staff, will review the specific services being provided to handicapped students in grades K through 12 in the Des Moines Independent Community School District and develop a list of recommendations for improving that program. Documentation of this effort will be on file in the principal's office by January 15, 1983.

Goal 2

A. The principal shall oversee the development of a monthly newsletter designed to improve the level of understanding of the program among interested parents and Des Moines educators. The first edition of this publication will be issued by October 1, 1982, and each month thereafter through the school year. Documentation of this effort will be copies of the newsletter, which are on file in the principal's office.

B. The principal, with the assistance of the staff, shall develop a media presentation (i.e., filmstrip or 35mm slides) which can be used to improve the level of understanding and support of the program by the public. Documentation shall consist of a description of the plan on file with the Executive Director of Elementary Education by October 31, 1983, and a copy of the completed product on file in the principal's office by May 23, 1983.

Goal 3

A. The principal, with the assistance of the staff, will assess the primary trainable program at Smouse School. Documentation will consist of a written assessment and a list of recommendations, which will be on file in the principal's office by May 1, 1983.

B. The principal, with the assistance of the Supervisor of Mental Disabilities and other staff members, will review the curriculum sequence currently in use with severely and profoundly handicapped children and implement any needed modifications. A description of the review process, along with the curriculum recommendations, will be on file in the principal's office by May 23, 1983.

Goal 4

A. The principal, with the assistance of the itinerant physical disabilities staff will provide inservice to teachers in the schools involved with mainstreaming physically handicapped youngsters. This service will be completed by September 30, 1982. Documentation, including the course outline followed and the listing of the schools and teachers involved in the inservice program, will be on file in the principal's office.

Stowe Elementary School
1411 E 33rd Street
Des Moines, IA 50317

William Molleck
Principal
265-5684

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a list of signatures indicating persons present.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

B. The principal will, with the assistance of the Department of Educational Services supportive personnel, hold an inservice program prior to October 15, 1982, to improve identification and placement of students in special programs, as documented by a report in the principal's office.

C. The principal, with the assistance of the unit leaders, will hold bimonthly meetings to improve communications and strengthen the building TAG program, as documented by the monthly reports in the principal's office.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how the inservice programs were used.

Goal 5

A. The principal will, with the assistance of the staff and other supportive personnel, prior to June, 1982, present a program for faculty, parents, and students on the transitional school as evidenced by the year-end report.

Studebaker Elementary School
300 SE Country Line Road
Des Moines, IA 50315

Patrick Moran
Principal
287-2330

The following building objectives are related to district goals:

Goal 1

A. The Studebaker principal, with the cooperation of the Studebaker staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement the K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The Studebaker principal will, during the 1982-83 school year, use with the community one or more of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a list of signatures indicating persons present.

B. During the 1982-83 school year, the Studebaker principal working with the Studebaker staff and the Studebaker Building Advisory Council, will expand the offerings available through community education programs to adults at the Studebaker facility, as documented by a listing of such programs/classes on file in the principal's office.

C. The Studebaker principal, with the assistance of the staff, will during the 1982-83 school year, meet with fifth and sixth grade students and their parents to provide information on the transitional school, as documented by a report on file in the principal's office.

Goal 3

A. The Studebaker principal, with the assistance of the Studebaker staff will during the 1982-83 school year, use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how the inservice programs were used.

Wallace Elementary School
1404 E 13th Street
Des Moines, IA 50316

Frances Hawthorne
Principal
265-5301

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff and parents at Wallace Elementary School, will prior to December 1, 1982, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal and instructional staff will, during the 1982-83 school year, notify local news media regarding special school events, as documented by a dated notebook listing of contacts made to be kept on file in the principal's office.

B. A school volunteer supervised by the building principal will, during the 1982-83 school year, select items from a monthly calendar, PTA and weekly bulletin to be displayed at least once every two weeks on the outdoor school announcement board, as documented by a notebook listing the announcements and kept on file in the principal's office.

C. The instructional staff will submit at least one article concerning activities in their areas or classes to be submitted to the Pride of Wallace monthly newsletter, Lee Town News, Des Moines Tribune Kaleidoscope page or the New Iowa Bystander, during the 1982-83 school year, as documented by copies of articles identified with teacher's names and dates kept on file in the principal's office.

Goal 3

A. The principal and staff of Wallace Elementary School will use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff time by giving the teachers adequate time away from the children to evaluate, compile and plan activities to improve test scores and learning, during the school year 1982-83.

Goal 4

A. During the 1982-83 school year, the principal and administration shall provide on-going information and inservice to faculty, parents and students for transforming to a K-5 program for the 1983-84 school year, as documented by the K-5 committee in a year-end report.

Goal 5

A. The principal, with the assistance of the staff from the middle school, will conduct an orientation for incoming fifth and sixth grade students during the spring semester of 1983, as documented by the event.

Washington Elementary School
1 E Hartford Avenue
Des Moines, IA 50315

Howard J. Hart
Principal
244-7884

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement the K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a list of signatures indicating persons present.

B. During the 1982-83 school year, the principal along with the staff and PTA will develop and implement a parent workshop, as documented by a report describing what the workshop provided and how the parent workshop was used on file in the principal's office.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

B. The principal and staff will, during the 1982-83 school year, maintain a log on how instructional time was used, as documented by weekly reports on file in the principal's office.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

Watrous Traditional School
6430 SW 14th Street
Des Moines, IA 50315

Kenneth Hook
Principal
285-4666

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, consistant with the traditional philosophy, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a list of signatures indicating persons present.

B. The principal, with the assistance of the staff, shall during the 1982-83 school year develop and utilize an instrument to survey parental attitudes toward clear and effective communications between home and school and make needed changes, as documented by a copy of the instrument and changes made on file in the principal's office.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year, use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program consistant with the traditional philosophy, as documented by a report describing what supervisory support was provided and how inservice programs were used.

B. The principal, with the assistance of the staff, will during the 1982-83 school year develop a six through eight curriculum consistent with the new transitional program and the traditional philosophy, as documented by a copy of this curriculum on file in the principal's office.

Willard Elementary School
2941 Dean Avenue
Des Moines, IA 50317

Keith Banwart
Principal
262-5681

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents and classroom instruction, as documented by a sheet of signatures indicating persons present.

B. During the 1982-83 school year, the principal, with the assistance of the PTA, will schedule a meeting to learn about the transitional school with the principal or designee, open to all fifth and sixth grade parents, as documented by a list of signatures indicating persons present.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

B. The principal will, during the 1982-83 school year, schedule an inservice of Time on Task data conducted by the Department of Evaluation and Research to increase staff awareness of instructional time, as documented by a list of recommendations by May, 1983.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

Windsor Elementary School
5912 University Avenue
Des Moines, IA 50311

John Viviano
Principal
255-3158

The following building objectives are related to district goals:

Goal 1

A. The principal, with the cooperation of the staff, will prior to January 15, 1983, conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. The principal will, during the 1982-83 school year, use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a sheet of signatures indicating persons present.

B. The principal will, prior to May 15, 1983, make a public presentation to the Windsor community concerning the organization and implementation of the transitional school program. A copy of the agenda will be submitted to the Assistant Superintendent for Instruction as documentation.

Goal 3

A. The principal, with the assistance of the staff, will during the 1982-83 school year, use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

B. Windsor special education teachers will, during the 1982-83 school year, participate in a districtwide staff development program to improve their on-task and instructional effectiveness. A record of successful completion of the program on file in the office of the Director of Special Education will serve as documentation.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

Woodlawn Elementary School
4000 Lower Beaver Road
Des Moines, IA 50310

Olive Devine
Principal
279-9744

The following building objectives are related to district goals:

Goal 1

A. Prior to January 15, 1983, the principal with the cooperation of the staff, will conduct and report the results of a needs assessment regarding personnel support services necessary to implement a K-5 structure, as documented by a report on file in the principal's office.

Goal 2

A. During the 1982-83 school year, the principal will use with the community one of four presentations developed by the elementary department concerning a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by a list of signatures indicating persons present.

Goal 3

A. During the 1982-83 school year, the principal with the assistance of the staff, will use the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by a description of how the instruments and systems were used and the results gained.

B. The principal, with the assistance of the staff, will implement the Assertive Discipline Program by September 15, 1982, as documented by a plan on file in the principal's office.

C. The principal will use, with the staff, prior to November 1, 1982, the "Planning for Effective Instruction" tapes and transparencies, as documented by a report on the inservice session on file in the principal's office.

Goal 4

A. During the 1982-83 school year, the principal will provide adequate supervisory support and will use inservice programs developed by the instructional division to implement a K-5 program, as documented by a report describing what supervisory support was provided and how inservice programs were used.

Wright Elementary School
5001 SW 14th Street
Des Moines, IA 50315

Sharon Talerico
Principal
285-5348

The following building objectives are related to district goals:

Goal 1

A. The principal, with the assistance of the staff, shall prior to February, 1983, conduct a support services needs assessment for the K-5 structure, as documented by a report of the results on file in the principal's office.

Goal 2

A. The principal, with the assistance of the staff, shall during the 1982-83 school year, develop and utilize an instrument which will survey parental attitudes toward clear and effective communications between home and school and make needed changes, as documented by a copy of the instrument and changes made on file in the principal's office.

B. The principal shall, during the 1982-83 school year, utilize with the Wright Elementary School community one of four presentations developed by the elementary department relative to a K-5 program, support services to students, alternative schools available to parents, and classroom instruction, as documented by an attendance roster and a description of the presentation on file in the principal's office.

Goal 3

A. The principal, with the assistance of the staff and Building Advisory Committee members, shall develop and implement by November, 1982, a homework policy consistent with the district's statement and reflecting the Wright community's needs, as documented by a copy of the plan on file in the principal's office.

B. The principal, with the assistance of the staff, shall during the 1982-83 school year utilize the assessment instruments and monitoring systems developed by the instructional division to determine student achievement and effective use of staff and student time, as documented by the instruments used and a description of the monitoring system on file in the principal's office.

Goal 4

A. The principal, during the 1982-83 school year, shall provide adequate supervisory and inservice support, as developed by the instructional division to implement a K-5 program, as documented by a description of the support provided and inservice programs utilized on file in the principal's office.